

In-Service Teacher Training Pays Off

Can You Reach the Maximum Salary Step?

When faculty members are hired, the colleges determine the faculty member's starting salary step and maximum salary step based on their formal education levels. Anyone who does not possess at least either a four-year Canadian university degree (or its equivalent) or a C.G.A, P. Eng., C.A. or C.M.A. will not be able to reach the top salary step (currently Step 20) unless they upgrade their educational qualifications. The In-Service Teacher Training Program (ISTTP) is an inexpensive on-line program that provides all faculty members access to the top salary step.

If your maximum step attainable is below Step 20, you cannot afford to ignore the value of the ISTTP program in terms of maximizing your salary and pension. Here are a few good reasons to consider the ISTTP.

What Have You Got to Lose? A Lot of Money...

First, the ISTTP program allows you to reach Step 20 and then receive the additional annual \$1,400 recognition allowance. The table below shows how much you lose each year if you cannot advance to the maximum step.

What Have You Got to Lose?		
Your Maximum Step	Salary	Annual Salary Loss*
Step 20 + Annual Recognition Allowance (paid after 1 year at Step 20)	\$83,699	None
Step 20	\$82,299	None
Step 19	\$80,068	\$3,631
Step 18	\$77,837	\$6,262
Step 17	\$75,607	\$8,092
Step 16	\$73,374	\$10,325

* Comparing your maximum step earnings with the maximum salary currently available

It Pays to Enroll in the ISTTP!

Secondly, keep in mind that you *immediately* move up one salary step *simply by registering* in the ISTTP. Consequently, in the first year, the full cost of the program (should you take the 'fast track') is still less than the extra salary that you will earn. In the second year, the value of the program increases dramatically. The cost of the program is actually lower than shown in the table below because your tuition fees are a tax-deductible expense. As well, some colleges may provide tuition assistance.

You Actually Profit Immediately By Enrolling in the ISTTP	
Scenario "A" – Sweet & Slow	Scenario "B" – The Fast Track
Year One: Registration & Module I: \$685 Year Two: Module VI: \$880	Year One: Registration and Module I and VI: \$1,565 Year Two: No Studies: \$NIL
Salary increase (approximate) \$2,200	Salary increase (approximate) \$2,200
Profit – Year One: \$1,515	Profit – Year One: \$636
Profit – Year Two: \$1,320	Profit – Year Two: \$2,200
Overall Profit in first two years: \$2,835	Overall Profit in first two years: \$2,836
Additional Sources of Savings: Income-tax deduction of tuition or college tuition assistance	

Are You Concerned About Your Pension Earnings?

A third benefit of completing the In-Service Teacher Training Program is that you will be able to maximize your pension earnings because reaching Step 20 will increase your average annual earnings. The table below shows that for a person retiring this year, with 25 years of service, each year at step 20 would have increased their annual pension by almost \$200. The introduction of the recognition allowance will make the difference in the pension even more significant in the future.

2005 Years at step 20	Average Salary	Years of Service	Pension	Annual loss for each step below Step 20
5	\$75,559	25	\$37,780	None
4	\$75,168	25	\$37,584	\$196
3	\$74,777	25	\$37,389	\$391
2	\$74,374	25	\$37,187	\$593
1	\$73,935	25	\$36,968	\$812
0	\$73,497	25	\$36,749	\$1,031

Do You Want to Be a Better Professor?

Finally, most of the participants who have enrolled in the ISTTP have found that the program has helped them in the classroom. They have also been very happy with their experience in the program. Here are a few testimonials:

- *"This module is a good starting point for anyone that has not had formal teacher training"*
- *"An opportunity to reflect upon the principles of teaching and the factors that influence job performance."*
- *"Very helpful staff from coordinator to advisor - comments were insightful - quick response to emails - staff were obviously concerned about meeting my needs."*

Sounds Great! Where Do I Sign Up?

The In-Service Teacher Training Program is available on-line from St. Clair College. Program information and registration are available at the ISTTP website:

<http://www.stclaircollege.ca/programs/in-service/>